



Solidarity!

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Welcome 2018! Progress Continues on 2018-19 School Calendar

Representatives from MTI and the MMSD met before winter break to review recommendations from the MTI-MMSD **Calendar Committee**, **Benefits Committee**, and **Substitute Teacher** work group. Progress has been made on the draft 2018-19 school calendar and we are hoping to finalize the calendar by the end of the month. A major objective of the MTI members of the Committee has been to return to a **two-week winter break in 2018-19**. Progress has been slower on the important issue of teacher planning time. Additional work group meetings are being scheduled this month. In addition, work related to **Teacher Compensation** considerations is continuing. All MTI members received an Employee Handbook Update e-mail prior to winter break with additional information on these discussions. Handbook updates can also be found at www.madisonteachers.org under the Employee Handbook tab.

Express Your Ideas at MMSD Strategic Framework Listening Sessions

One way to help shape MMSD priorities for the next five years is to participate in one of the Superintendent's **Strategic Framework listening sessions** scheduled at schools around the MMSD over the next couple of months. With the Strategic Framework being reviewed and updated, this is an important opportunity to express your thoughts about what priorities the MMSD should focus on for the next 5 years. The Superintendent has sessions tentatively scheduled this month at **Orchard Ridge** (1/4); **Glendale** (1/10); **Shabazz** (1/12); **Wright** (1/16); **Elvehjem** (1/25); **Chavez** (1/26), and **LaFollette** (1/31). See your school secretary or principal for specific times and locations.

Calling All New Professionals - Join us for New Professional Support Night January 10—Smart Money Moves

Seven Mistakes Members Make With Their Money & Budgeting Basics—January 10, 4:15-6:00 p.m., MTI Headquarters (WEAC Bldg., 33 Nob Hill Rd). MTI CENTRS is offering this session to all new professionals. Making wise financial choices early in your career can have a significant impact on your future financial security and give you peace of mind. A budget empowers you to set and reach financial goals, helps you manage day-to-day finances, and prepare for the unexpected. A budget also gives you permission to spend and allows you to set the course for your financial future. Dinner provided. RSVP to kmotoviloff@madisonteachers.org.



How Do I Join MTI?

Click on the “RENEW” icon/link on the MTI webpage (www.madisonteachers.org) for step-by-step directions. When you join your colleagues as an MTI member, you are making a decision to **stand together in solidarity on important issues that impact your profession, our schools, and our students**. MTI provides you with a voice in the workplace, with the School Board, and at the State Capitol. Our opponents are highly organized. We need to be as well.

Staff Only Day February 9

There is no school for students on the February 9 “staff only” day (formerly known as PD days). The Employee Handbook, Section 4.06, provides that there will be one (1) full staff only day per quarter. ***The structure of the day is to be determined collaboratively at the building level by the principal and SBLT.*** Such time shall include collaborative learning that supports and enhances the quality of teaching and is aligned to each school's SIP goals and strategies.” **Educational Assistants and School Security Assistants have a mandatory workday on February 9.** Various professional development opportunities are available to specific groups within these bargaining units, at the District or individual school level.



CENTRS Listening Sessions

The Collaboration to Ensure New Teacher Retention and Success project is researching the factors that impact retention, success and satisfaction of our early educators. The project then proposes to try small "change ideas" to measure impact on these factors. Ensuring teacher voice in the project is a crucial. The team has been holding listening sessions with educators in the first 5 years of teaching. We have held listening sessions as 1:1, small group, and one site-based listening session with the administrator. Early educators chose which type of listening session met their needs. The next listening session is a small group listening session **January 17** at 4:00 p.m., at MTI. If you know early educators, please have them e-mail Kerry (kmotoviloff@madisonteachers.org).

In addition to listening to our early educators, we want to hear from experienced educators. We are holding a focus group for Faculty Representatives to provide feedback on the project so far. If you are interested in participating in a focus group around retention, success, and satisfaction of early educators **January 22**, 4:15-5:00 p.m., please e-mail kmotoviloff@madisonteachers.org. Dinner will be provided and participants receive a \$15 stipend from the CENTRS budget. CENTRS is a three-year NEA funded project.

USO-MTI Membership Meeting with MMSD Special Guests Thursday, January 25, 2018

Meet with representatives from the MMSD substitute placement office and human resources at the USO-MTI monthly membership meeting. The Jan. 25 meeting will start at 4:15 p.m., at the MTI office (33 Nob Hill Rd.).

- Tina Updike is an HR systems analyst who works with the Aesop (Absence Management) system, and will provide a brief overview of the system and answer questions about how to make it work best for you.
- Abby Brabec is the new employment manager and supervises the substitute placement office. She has worked in MMSD human resources office and was promoted to her current position last spring. Abby will provide updates to happenings within the substitute placement office.
- Following the above portion of the meeting, we will talk about Handbook discussions and the next phase of our USO-MTI membership drive.

Please RSVP at MTI@madisonteachers.org or call 257-0491. Light refreshments will be provided.

Sabbatical Leave Deadline Feb 1

Under the terms of the Employee Handbook (Section 10, page 130), the Board of Education budgets \$45,000 for **sabbatical leaves** for members of MTI's "teacher" bargaining unit. Such is for the purpose of advanced study and/or research. **Either a one-year leave at half pay or a one-semester leave at full pay may be granted.** The recipient of a sabbatical leave must agree to return to MMSD for at least two years of service following the sabbatical leave or repay the compensation received for the leave. A teacher who receives a sabbatical leave will be permitted to return to the position s/he held at the time the leave was granted. Applications for the 2018-19 school year or the first semester are due **February 1, 2018**. An application and the MTI/MMSD agreed upon policy can be obtained by visiting MTI's website: www.madisonteachers.org

MTI Membership Opportunities

The following meetings, seminars, and workshops are available to MTI members *only*.

MTI & WEA Member Benefits: Financial Services for MTI Members

MTI and WEA Member Benefits will be providing more opportunities to enhance the financial well-being of MTI members. Sign-up links and information for the seminars will be posted on the MTI website (www.madisonteachers.org).

In addition, **Steve Pike** (retired teacher and current WEA Member Benefits Consultant) is available for a **free 30-minute financial consultation**. This is ideal if you are just getting started, have specific questions, or would like a quick check-in. It's a convenient way to meet with someone face-to-face to get some general help or guidance. Consultations are held at MTI Headquarters. Sign-up is also available on MTI's website (www.madisonteachers.org).

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MTI National Board Certification Training Workshops for 2017-18. MTI members pursuing National Board Certification are invited to participate in monthly NBC support workshops. The next session is **January 17**. Contact MTI to register.

MTI members in need of assistance: See your MTI Faculty Rep or contact MTI staff (257-0491 or mti@madisonteachers.org) should you have a question or need *assistance with any work-related matter*.

Labor History Essay Contest

The **Wisconsin Labor History Society** has announced that its annual High School Essay Contest is now open to all Wisconsin high school students (grades 9-12). Students are invited to write 750 words on the following theme: **"Unions have been important to my family and community because..."** Submissions must be postmarked on or before **February 15, 2018**. Cash prizes range from \$100 to \$500. For more information, go to the Wisconsin Labor History Society website at: www.wisconsinlaborhistory.org.

Calendar of Events

- Monday, January 8, 5:00 p.m., Doyle (Rm. 103)
BOE Instruction Work Group
- Tuesday, January 9, 4:30 p.m., MTI
MTI Board of Directors

January 15, Martin Luther King Jr. Day

- Monday, January 22, 5:00 p.m., Doyle (Rm. 103)
BOE Operations Work Group
- Wednesday, January 24, 4:15 p.m., MTI
MTI VOTERS Political Action Committee
- Thursday, January 25, 4:15 p.m., MTI
USO-MTI General Membership

**Save the Date! April 15, 2018
MTI Cares Bowl-A-Thon for
Food for Thought Initiative (F4TI)**

Our Union Makes Us Strong!

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MTI's web page - www.madisonteachers.org
MTI's email - MTI@madisonteachers.org